



School of Clinical Medicine 2015 Staff Survey Results

Introduction

The School of Clinical Medicine conducted a staff survey of all employees from 12th to 31st October 2015. The overall response rate was excellent at **78%** - 5% higher than the 2012 survey. The range among departments was 52-100%.

We thank all staff who took the time to complete the survey and make it such a useful and successful project.

The information that you have given us will play a key role in helping us understand employee views and opinions, identify areas for improvement and prioritise work plans for our "*doing great work in a great place to work*" strategy.

The survey asked staff to answer a range of questions, mostly by selecting one of five responses

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

A few questions were in 'yes/no' format

This paper provides a brief summary of five questions in the survey that drew the most positive responses, and the five with the fewest positives. We also highlight the areas where we need to focus our attention, which will also form part of our Athena SWAN re-application process in November.

1. Results (given as percentages of those who answered that question)

Highest number of 'strongly agree' and 'agree' responses:

1. I believe that the work the University does is world class (93%)
2. I am proud to work for the University (91%)
3. My immediate line manager treats me with respect (90%)
4. I am clear what I am expected to achieve in my job (90%)
- 5=. I am able to take ownership and responsibility across the duties of my role (87%)
- 5=. I know where to find information about training and development opportunities (87%)

Other high percentage positive responses centred on personal recognition, opportunities for development and intra-school co-operation and support.

The questions that received the fewest 'strongly agree' and 'agree' responses were:

1. The career development/promotion processes at the University are fair – 35%
2. I consider the senior academic promotion process to be fair – 33%
3. In my experience there is good communication between the different parts of the Clinical School – 33%
4. In my experience there is good communication between the different parts of the University – 27%
5. I have children and I'm happy with the availability of University / Addenbrooke's site childcare provision – 22%

However, the survey included a 'middle' band (neither agree nor disagree) which was used variably to communicate 'no opinion' and 'not applicable'. Thus of the five questions above, the percentages actively disagreeing with the statement were 19%, 18%, 17%, 22%, 30% respectively.

Overall, the survey showed that we have much to be proud of, and positive responses had increased almost without exception.

2. Post 2012 survey focus group work - effects

From the focus areas that we targeted from the 2012 survey, relevant responses in 2015 were:

Communications

- 64% of staff confirm they receive the Clinical School newsletter and find it informative.
- 'I feel informed about what is happening in the Clinical School' has jumped from 39% to 67%.

Recruitment/Induction/Probation

- 'My local induction gave me the information and knowledge I need to do my job effectively' has risen from 55% to 62%
- 'My probation was well managed' has increased from 47% to 57%.

Career Development

- 'I receive regular/constructive feedback on my performance' has increased from 45% to 60%.
- 'I have the opportunity to discuss my development needs regularly' has risen from 50% to 64%.

Wellbeing & Work Life Balance

- The question we inserted to measure the Mental Health Programme assessed staff knowledge of where to find support services available for their wellbeing - 71% said yes.
- 'I know where to find out about staff benefits' also significantly increased from 45% to 70%.

Childcare issues have been taken forward by the University, with establishment of a Childcare Project Board; plans for a new South Cambridge nursery are currently under discussion

Going forward

The 2015 survey has highlighted several areas where we could usefully continue/begin to focus attention, which can be summarised under the following themes:

- (1) Wellbeing
- (2) Career Development
- (3) Communication and Change
- (4) Environment and Sustainability.

Staff will be given an opportunity to help shape and re-focus our action plan through participation in focus groups on these themes, which will be announced shortly. These will explore in more detail some of the areas that have been highlighted as concerns.

In addition, meetings will be taking place with each Head of Department and Business & Operations Manager/DA to discuss the survey results for their particular area. As a result of these meetings, Departments can identify areas that they wish to prioritise individually, to capitalise on some inter-departmental variability in responses. This will be in addition to work undertaken at School level.

Our aim is that the information provided here is circulated as widely as possible so that we can engage everyone in acting on the results.

Thanks again to all for participating.

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